

The Committed Volunteer

Americans have a long tradition of volunteering and volunteering is also the very foundation of CAP. Here you gain important insights into developing committed volunteers in your unit.

The Committed Volunteer

Overview

- “Committed volunteer” defined
- The volunteer environment
- Trends affecting volunteer recruiting & retention
- Motivational techniques for members
- Challenges of developing a committed volunteer
- How to provide a graceful exit, when appropriate

The Committed Volunteer

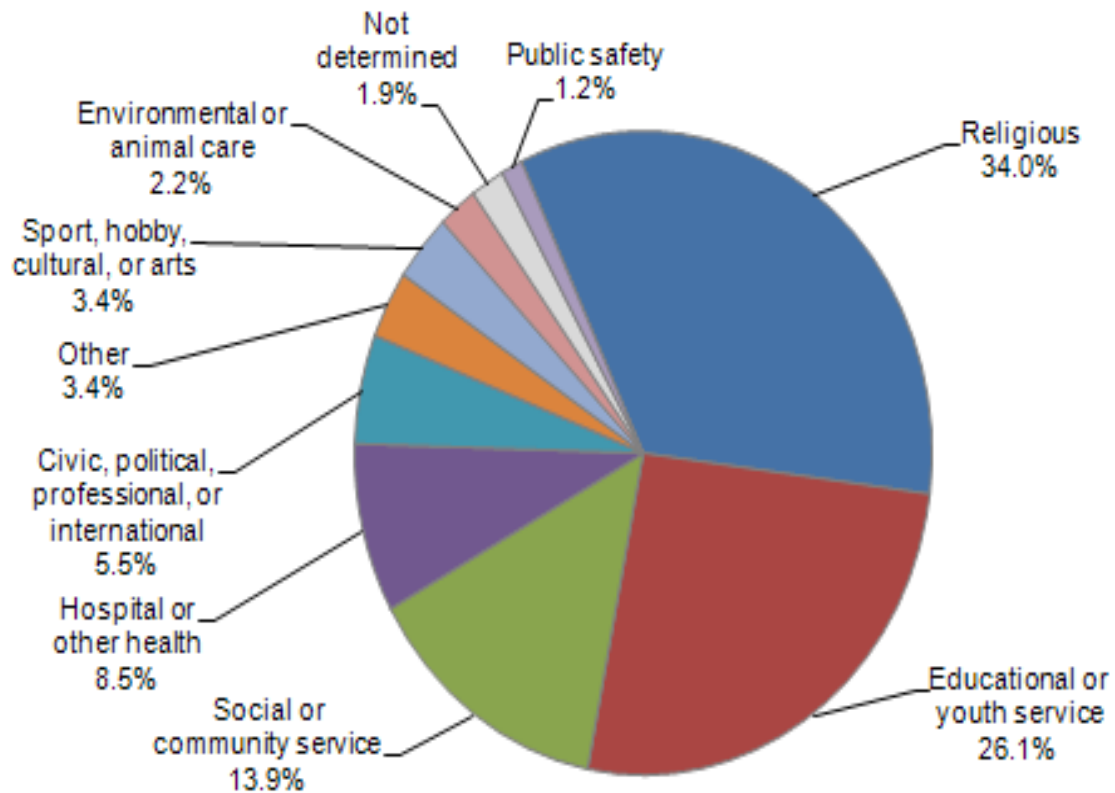
“Committed volunteer” defined

A truly committed volunteer is a reliable and loyal person of virtue, one that has a personal character trait to see something through to its finish, because they believe in the cause and team is depending on them.

The Committed Volunteer

The volunteer environment

Volunteers by type of main organization for which volunteer activities were performed, September 2009



Source: U.S. Bureau of Labor Statistics

The Committed Volunteer

Trends: recruiting & retention

- Changing Social structure
 - More single parent, blended and alternative families
- Changing work patterns
 - 2/3s work non standard hours
- Changing business relationships
 - Performance, profits, and social conscience
- Changing lifestyles of Baby Boomers
 - A formidable demographic

The Committed Volunteer

Trends: recruiting & retention (cont.)

- Changing Litigious concerns
 - Potential lawsuits affect volunteering
- Changing Technology
 - Internet, social networking, etc.
- Changing Concept of Time
 - Technology has made many feel “time poor”

The Committed Volunteer

Motivational techniques for members:

- ensure their physiological needs are met
- create & sustain their self-confidence
- provide adequate guidance

The Committed Volunteer

Motivational techniques for members (cont.):

- recognize each member's uniqueness
- accentuate the positive
- practice participative management
- listen to what they have to say

The Committed Volunteer

Motivational techniques for members (cont.):

- be loyal to your members
- respect your members
- Recognize their achievements
- say “Thank you”

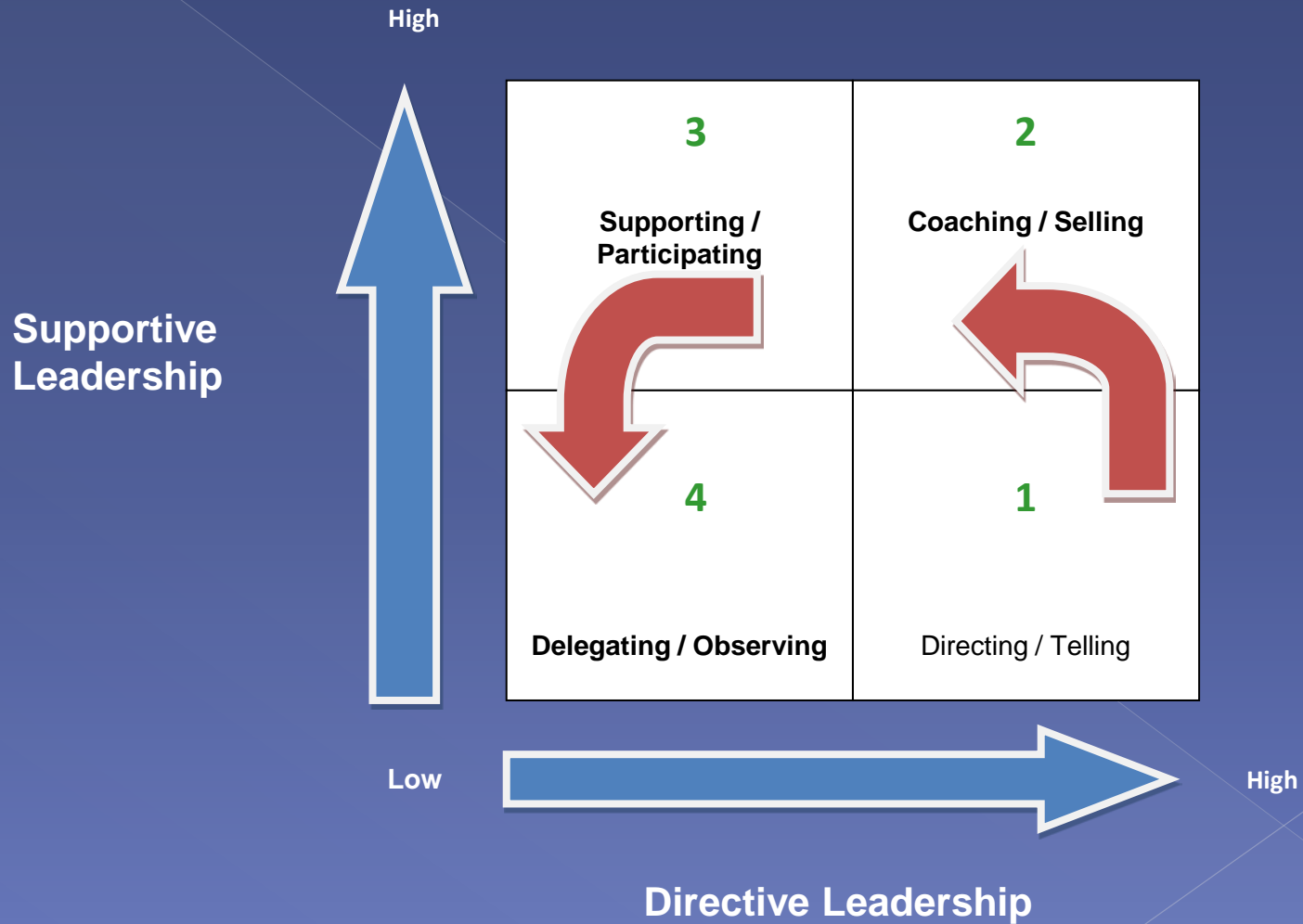
The Committed Volunteer

Challenges: developing a committed volunteer

- Creating a welcoming atmosphere
- Providing guidance & expectations
- Matching them with the right Job
- Using the right motivation techniques that work for them Individually

The Committed Volunteer

Situational Leadership



The Committed Volunteer

How to provide a graceful exit:

- with dignity
- with documentation
- with acknowledgement of the contributions made and impact of the loss

The Committed Volunteer

Summary

- “Committed Volunteer” defined
- The Volunteer Environment
- Trends affecting volunteer recruiting & retention
- Motivational techniques for members
- Challenges of developing a committed volunteer
- How to provide a graceful exit, when appropriate

The Committed Volunteer

Questions & Answers